IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF VIRGINIA NEWPORT NEWS DIVISION

IAMESINA	CRAWFORD.	et al
JAMESHIA	CIAMI OND.	ei ai

Plaintiffs,

VS.

Case No. 4:14-cv-00130-RCY-LRL

NEWPORT NEWS INDUSTRIAL CORPORATION

Defendant.

PLAINTIFFS' PROPOSED VERDICT FORM

Pursuant to the Court's Rule 16(b) Scheduling Order, Plaintiffs submit the following proposed Verdict Form.

Respectfully submitted,

By: /s/ James H. Shoemaker, Jr.

Local Counsel

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IN THE UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF VIRGINIA NEWPORT NEWS DIVISION

JAMESINA CRAWFORD, et al.,	
Plaintiffs,	
VS.	Case No. 4:14-cv-00130–RCY-LRL
NEWPORT NEWS INDUSTRIAL CORPORATION	
Defendant.	

We, the jury in the above-entitled case, render the following verdicts:

AS TO PLAINTIFF MARK BARNETT

Count I – Hostile Work Environment

1.	Do you find by a preponderance of the evidence that Plaintiff Barnett experience
a hostile wor	k environment because of his race?
	Yes No
IF YO	U ANSWERED "YES" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU	J ANSWERED "NO" TO QUESTION 1, MOVE ON TO PAGE - 3 - AS TO PLAINTIFF IAN BLOW
2.	Is Defendant Newport News Industrial Corporation liable for the hostile work
environment	Plaintiff Barnett experienced?
	Yes No
IF YOU AN	SWERED "YES" TO QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5
IF YOU	ANSWERED "NO" TO QUESTION 2, MOVE ON TO PAGE - 3 - AS TO PLAINTIFF IAN BLOW
3.	What amount of emotional distress damages is Plaintiff Barnett entitled to
recover for h	is hostile work environment claim?
	\$
4.	Is Plaintiff Barnett entitled to an award of punitive damages against Defendant
Newport New	ws Industrial Corporation for the hostile work environment?
	Yes No
5.	If the answer to Question 4 is "Yes," state the amount of money that is awarded
in punitive da	amages on Plaintiff Barnett's hostile work environment claim:
	\$

MOVE ON TO PAGE - 3 - AS TO PLAINTIFF IAN BLOW

AS TO PLAINTIFF IAN BLOW

Count I – Hostile Work Environment

1.	Do you find b	y a prepondera	ance of the e	vidence that Plaintiff E	Blow experienced a
hostile work	environment be	cause of his rac	ce?		
	Yes	No			
IF YO	U ANSWEREI	O "YES" TO (QUESTION	1, MOVE ON TO Q	UESTION 2 ;
IF YOU	ANSWERED	"NO" TO QU PLAINTIFI		MOVE ON TO PAG D BOSTIC	GE - 4 - AS TO
2.	Is Defendant	Newport News	Industrial C	Corporation liable for the	he hostile work
environment	Plaintiff Blow	experienced?			
	Yes	No			
IF YOU AN	SWERED "YI	ES" TO QUES	STION 2, M	OVE ON TO QUEST	ΓΙΟΝ S 3, 4 and 5 ;
IF YOU	ANSWERED	"NO" TO QU PLAINTIFI		MOVE ON TO PAG D BOSTIC	SE - 4 - AS TO
3.	What amoun	t of emotional	distress dam	ages is Plaintiff Blow	entitled to recover
for his hostile	e work environr	ment claim?			
	\$				
4.	Is Plaintiff Bl	ow entitled to a	an award of	punitive damages agai	nst Defendant
Newport New	ws Industrial Co	orporation for th	ne hostile wo	ork environment?	
	Yes		No		
5.	If the answer	to Question 4	is "Yes," sta	te the amount of mone	ey that is awarded
in punitive da	amages on Plair	ntiff Blow's hos	stile work er	vironment claim:	
	\$				

AS TO PLAINTIFF RICHARD BOSTIC

Count I – Hostile Work Environment

1.	Do you find by a p	preponderance of the o	evidence that Plaintiff Bostic experienced
a hostile work	environment becau	use of his race?	
	Yes	No	
IF YOU	J ANSWERED "Y	ES" TO QUESTION	N 1, MOVE ON TO QUESTION 2;
IF YOU		" TO QUESTION 1 AINTIFF ERNEST	, MOVE ON TO PAGE - 7 - AS TO CHESSON
2.	Is Defendant Newp	port News Industrial	Corporation liable for the hostile work
environment l	Plaintiff Bostic expe	erienced?	
	Yes	No	
IF YOU	ANSWERED "YES	S" TO QUESTION	2, MOVE ON TO QUESTIONS 3-6;
IF YOU		" TO QUESTION 2 AINTIFF ERNEST	, MOVE ON TO PAGE - 7 - AS TO CHESSON
3.	What amount of e	motional distress dan	nages is Plaintiff Bostic entitled to recover
for his hostile	work environment	claim?	
	\$	_	
4.	Is Plaintiff Bostic	entitled to an award o	f punitive damages against Defendant
Newport New	s Industrial Corpora	ation for the hostile w	ork environment?
	Yes	No	
5.	If the answer to Q	puestion 4 is "Yes," st	ate the amount of money that is awarded
in punitive da	mages on Plaintiff E	Bostic's hostile work	environment claim:
	\$	_	

AS TO PLAINTIFF RICHARD BOSTIC (CONT.)

Count 2 — Constructive Discharge

6.	Do you find by a preponderance of the evidence that Plaintiff Bostic quit because		
of a hostile w	ork environme	ent that a reasonable j	person in his position would have felt was
intolerable?			
	Yes	No	
IF YOU	ANSWERED	"YES" TO QUEST	ION 6, MOVE ON TO QUESTIONS 7-11;
IF YOU	J ANSWERS	"NO" TO QUESTION PLAINTIFF ERI	ON 6, MOVE ON TO PAGE - 7 - AS TO NEST CHESSON
7.	What amoun	nt of emotional distres	ss damages is Plaintiff Bostic entitled to recover
for his constr	uctive dischar	ge claim?	
	\$		
8.	What amoun	nt of damages is Plain	tiff Bostic entitled to recover for past lost
earnings?			
	\$		
9.	What amoun	nt of damages is Plain	tiff Bostic entitled to recover for future lost
earnings? ¹			
	\$		
		MOVE ON TO	OLIECTION 10

MOVE ON TO QUESTION 10

¹ This, and the following questions in the Verdict Sheet concerning future lost earnings, are provided in the event that the Court decides to obtain an advisory verdict from the jury. Plaintiffs recognize that the amount of front pay is an equitable issue for the Court. *See Cline v. Wal-Mart Stores*, 144 F.3d 294, 307 (4th Cir. 1998).

AS TO PLAINTIFF RICHARD BOSTIC (CONT.)

Count 2 — **Constructive Discharge (cont.)**

10.	Is Plaintiff Bostic entitled to an award of punitive damages against Defendant
Newport New	s Industrial Corporation for constructively discharging him?
	Yes No
11.	If the answer to Question 10 is "Yes," state the amount of money that is awarded
in punitive da	mages for the constructive discharge claim:
	\$

MOVE ON TO PAGE - 7 - AS TO PLAINTIFF ERNEST CHESSON

AS TO PLAINTIFF ERNEST CHESSON

Count 1 – Hostile Work Environment

AS TO PLAINTIFF ERNEST CHESSON (CONT.)

$Count\ 2 - Constructive\ Discharge$

6.	Do you find by a preponderance of the evidence that Plaintiff Chesson quit
because of a	hostile work environment that a reasonable person in his position would have felt
was intoleral	ole?
	Yes No
IF YOU	ANSWERED "YES" TO QUESTION 6, MOVE ON TO QUESTIONS 7-11;
IF YO	OU ANSWERS "NO" TO QUESTION 6, MOVE ON TO QUESTION 12
7.	What amount of emotional distress damages is Plaintiff Chesson entitled to
recover for h	is constructive discharge claim:
	\$
8.	What amount of damages is Plaintiff Chesson entitled to recover for past lost
earnings:	
	\$
9.	What amount of damages is Plaintiff Chesson entitled to recover for future lost
earnings:	
	\$
10.	Is Plaintiff Chesson entitled to an award of punitive damages against Defendant
Newport Nev	ws Industrial Corporation for constructively discharging him?
	Yes No
11.	If the answer to Question 10 is "Yes," state the amount of money that is awarded
in punitive d	amages:
	\$
	MOVE ON TO QUESTION 12

AS TO PLAINTIFF ERNEST CHESSON (CONT.)

Count 3 — Retaliation

12.	Do you find by a preponderance of the evidence that Defendant Newport News	
Industrial Co	rporation retaliated against Plaintiff Chesson for engaging in protected activity?	
	Yes No	
IF YOU	J ANSWERED "YES" TO QUESTION 12, ANSWER QUESTIONS 13-15;	
IF YOU A	ANSWERED "NO" TO QUESTION 12, MOVE ON TO PAGE - 10 - AS TO PLAINTIFF JAMESINA CRAWFORD	
13.	What amount of emotional distress damages is Plaintiff Chesson entitled to	
recover for h	is retaliation claim:	
	<u>\$</u>	
14.	Is Plaintiff Chesson entitled to an award of punitive damages against Defendant	
Newport New	ws Industrial Corporation for retaliation?	
	Yes No	
15.	If the answer to Question 14 is "Yes," state the amount of money that is awarded	
in punitive da	amages:	
	\$	

MOVE ON TO PAGE - 10 - AS TO PLAINTIFF JAMESINA CRAWFORD

AS TO PLAINTIFF JAMESINA CRAWFORD

Count 1 – Hostile Work Environment

1.	Do you find by a preponderance of the evidence that Plaintiff Crawford
experienced a	hostile work environment because of her race?
	Yes No
IF YOU	U ANSWERED "YES" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A	ANSWERED "NO" TO QUESTION 1, MOVE ON TO PAGE - 11 - AS TO PLAINTIFF JONATHON DANTES
2.	Is Defendant Newport News Industrial Corporation liable for the hostile work
environment l	Plaintiff Crawford experienced?
	Yes No
IF YOU AN	SWERED "YES" TO QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU	ANSWERED "NO" TO QUESTION 2, MOVE ON TO PAGE - 11 - AS TO PLAINTIFF JONATHON DANTES
3.	What amount of emotional distress damages is Plaintiff Crawford entitled to
recover for he	er hostile work environment claim?
	\$
4.	Is Plaintiff Crawford entitled to an award of punitive damages against Defendant
Newport New	vs Industrial Corporation for the hostile work environment?
	Yes No
5.	If the answer to Question 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Crawford's hostile work environment claim:
	\$

MOVE ON TO PAGE - 11 - AS TO PLAINTIFF JONATHON DANTES

AS TO PLAINTIFF JONATHON DANTES

Count 1 – Hostile Work Environment

1.	Do you find by a prepo	inderance of the evidence that Plaintiff Dantes experienced
a hostile work	x environment because o	f his race?
	Yes	No
IF YOU	U ANSWERED "YES"	TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A		QUESTION 1, MOVE ON TO PAGE – 12 – AS TO TIFF FRANTZ EDOUARD
2.	Is Defendant Newport	News Industrial Corporation liable for the hostile work
environment l	Plaintiff Dantes experien	ced?
	Yes	No
IF YOU AN	SWERED "YES" TO	QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU A		QUESTION 2, MOVE ON TO PAGE – 12 – AS TO TIFF FRANTZ EDOUARD
3.	What amount of emoti	onal distress damages is Plaintiff Dantes entitled to recove
for his hostile	work environment claim	n?
	\$	
4.	Is Plaintiff Dantes entit	eled to an award of punitive damages against Defendant
Newport New	vs Industrial Corporation	for the hostile work environment?
	Yes	No
5.	If the answer to Quest	ion 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Dante	es' hostile work environment claim:
	\$	

MOVE ON TO PAGE – 12 – AS TO PLAINTIFF FRANTZ EDOUARD

AS TO PLAINTIFF FRANTZ EDOUARD

Count 1 – Hostile Work Environment

1.	Do you find by a preponderance of the evidence that Plaintiff Edouard
experienced a	hostile work environment because of his race?
	Yes No
IF YOU	J ANSWERED "YES" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A	ANSWERED "NO" TO QUESTION 1, MOVE ON TO PAGE - 13 - AS TO PLAINTIFF STEVEN GORDON
2.	Is Defendant Newport News Industrial Corporation liable for the hostile work
environment I	Plaintiff Edouard experienced?
	Yes No
IF YOU ANS	SWERED "YES" TO QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU A	ANSWERED "NO" TO QUESTION 2, MOVE ON TO PAGE - 13 - AS TO PLAINTIFF STEVEN GORDON
3.	What amount of emotional distress damages is Plaintiff Edouard entitled to
recover for his	s hostile work environment claim?
	\$
4.	Is Plaintiff Edouard entitled to an award of punitive damages against Defendant
Newport New	s Industrial Corporation for the hostile work environment?
	Yes No
5.	If the answer to Question 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Edouard's hostile work environment claim:
	\$

MOVE ON TO PAGE - 13 - AS TO PLAINTIFF STEVEN GORDON

AS TO PLAINTIFF STEVEN GORDON

Count 1 – Hostile Work Environment

1.	Do you find	by a prepondera	ance of th	e evidence t	hat Plaintiff	Gordon expe	rienced
a hostile wor	rk environment	because of his 1	race?				
	Yes	No					
IF YO	OU ANSWERE	D "YES" TO (QUESTI	ON 1, MOV	E ON TO	QUESTION 2	2;
IF YOU A	NSWERED "N 6	IO" TO QUES AS TO PLAIN				: - 14 - QUES	TION
2.	Is Defendant	Newport News	s Industria	al Corporation	on liable for	the hostile we	ork
environment	t Plaintiff Gordo	on experienced?	,				
	Yes	No					
IF YOU AN	NSWERED "Y	ES" TO QUES	STION 2	, MOVE O	N TO QUE	STIONS 3, 4	and 5;
IF YOU A	NSWERED "N 6	IO" TO QUES AS TO PLAIN				: - 14 - QUES	TION
3.	What amour	nt of emotional	distress d	amages is P	laintiff Gord	lon entitled to)
recover for h	nis hostile work	environment cl	aim?				
	\$						
4.	Is Plaintiff G	ordon entitled t	o an awa	rd of punitiv	e damages a	against Defen	dant
Newport Ne	ws Industrial Co	orporation for tl	he hostile	work enviro	onment?		
	Yes		No				
5.	If the answe	r to Question 4	is "Yes,"	state the am	nount of mon	ney that is aw	arded
in punitive d	lamages on Plai	ntiff Gordon's l	hostile wo	ork environn	nent claim:		
	\$	_					

AS TO PLAINTIFF STEVE GORDON (CONT.)

Count 4 — Discriminatory Pay

6.	Do you find	by a preponder	rance of the evi	idence that Defenda	ant Newport News
Industrial Co	orporation paid l	Plaintiff Gordo	n less than one	e or more Caucasian	n workers, for the
same or simi	lar work, becau	se of Plaintiff	Gordon's race?	•	
	Yes	No			
IF YO	U ANSWEREI	O "YES" TO (QUESTION 6,	, ANSWER QUES	STIONS 7 - 11;
IF YOU A				VE ON TO PAGE EN GORDON	2 - 15 - QUESTION
7.	What amount	of emotional of	distress damage	es is Plaintiff Gord	on entitled to
recover for h	nis discriminator	y pay claim:			
	\$				
8.	What amount	of damages is	Plaintiff Gord	on entitled to recov	er for past lost
earnings:					
	\$				
9.	What amount	of damages is	Plaintiff Gord	on entitled to recov	er for future lost
earnings:					
	\$				
10.	Is Plaintiff G	ordon entitled t	to an award of	punitive damages a	against Defendant
Newport Ne	ws Industrial Co	orporation for h	nis discriminato	ory pay claim?	
	Yes		No		
11.	If the answer	to Question 10) is "Yes," state	e the amount of mo	oney that is awarded
in punitive d	amages:				
	\$				

AS TO PLAINTIFF STEVE GORDON (CONT.)

Count 5 — **Failure to Promote**

12.	Do you find that Defendant Newport News Industrial Corporation failed to
promote Plain	tiff Gordon to Make Up Supervisor because of his race?
	Yes No
IF YOU	ANSWERED "YES" TO QUESTION 12, ANSWER QUESTIONS 13-16;
IF YOU A	NSWERED "NO" TO QUESTION 12, MOVE ON TO PAGE - 16 - AS TO PLAINTIFF REGGIE HOLLIMAN
13.	What amount of emotional distress damages is Plaintiff Gordon entitled to
recover for his	s failure to promote claim:
	\$
14.	What amount of damages is Plaintiff Gordon entitled to recover for past lost
earnings:	
	\$
15.	What amount of damages is Plaintiff Gordon entitled to recover for future lost
earnings:	
	\$
16.	Is Plaintiff Gordon entitled to an award of punitive damages against Defendant
Newport New	s Industrial Corporation for his failure to promote claim?
	Yes No
17.	If the answer to Question 16 is "Yes," state the amount of money that is awarded
in punitive dan	mages:
	\$

MOVE ON TO PAGE - 16 - AS TO PLAINTIFF REGGIE HOLLIMAN

AS TO PLAINTIFF REGGIE HOLLIMAN

Count 1 – Hostile Work Environment

1.	Do you find by a preponderance of the evidence that Plaintiff Holliman
experienced a	a hostile work environment because of his race?
	Yes No
IF YOU	U ANSWERED "YES" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A	ANSWERED "NO" TO QUESTION 1, MOVE ON TO PAGE – 17 – AS TO PLAINTIFF LAMAR HOLLOMAN
2.	Is Defendant Newport News Industrial Corporation liable for the hostile work
environment	Plaintiff Holliman experienced?
	Yes No
IF YOU AN	SWERED "YES" TO QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU A	ANSWERED "NO" TO QUESTION 2, MOVE ON TO PAGE – 17 – AS TO PLAINTIFF LAMAR HOLLOMAN
3.	What amount of emotional distress damages is Plaintiff Holliman entitled to
recover for hi	s hostile work environment claim:
	\$
4.	Is Plaintiff Holliman entitled to an award of punitive damages against Defendant
Newport New	vs Industrial Corporation for the hostile work environment?
	Yes No
5.	If the answer to Question 4 is "Yes," state the amount of money that is awarded
in punitive da	amages on Plaintiff Holliman's hostile work environment claim:
	\$

AS TO PLAINTIFF LAMAR HOLLOMAN

Count 1 – Hostile Work Environment

1.	Do you find by a pre	conderance of the evidence that Plaintiff Holloman
experienced a	hostile work environr	nent because of his race?
	Yes	No
IF YOU	J ANSWERED "YES	" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A		TO QUESTION 1, MOVE ON TO PAGE - 19 - AS TO INTIFF ALFRED JOYNER
2.	Is Defendant Newpo	t News Industrial Corporation liable for the hostile work
environment l	Plaintiff Holloman exp	erienced?
	Yes	No
IF YOU	ANSWERED "YES"	TO QUESTION 2, MOVE ON TO QUESTIONS 3-6;
IF YOU A		O QUESTION 2, MOVE ON TO PAGE - 19 - AS TO INTIFF ALFRED JOYNER
3.	What amount of emo	otional distress damages is Plaintiff Holloman entitled to
recover for his	s hostile work environ	ment claim?
	\$	
4.	Is Plaintiff Holloman	entitled to an award of punitive damages against Defendan
Newport New	s Industrial Corporation	on for the hostile work environment?
	Yes	No
5.	If the answer to Que	stion 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Ho	lloman's hostile work environment claim:
	\$	

AS TO PLAINTIFF LAMAR HOLLOMAN (CONT.)

Count 2 — Constructive Discharge

6.	Do you find by a preponderance of the evidence that Plaintiff Holloman quit
because of a h	nostile work environment that a reasonable person in his position would have felt
was intolerab	le?
	Yes No
IF YOU A	ANSWERED "YES" TO QUESTION 6, MOVE ON TO QUESTIONS 7-11;
IF YOU	ANSWERS "NO" TO QUESTION 6, MOVE ON TO PAGE - 19 - AS TO PLAINTIFF ALFRED JOYNER
7.	What amount of emotional distress damages is Plaintiff Holloman entitled to
recover for hi	s constructive discharge claim:
	\$
8.	What amount of damages is Plaintiff Holloman entitled to recover for past lost
earnings:	
	\$
9.	What amount of damages is Plaintiff Holloman entitled to recover for future lost
earnings:	
	\$
10.	Is Plaintiff Holloman entitled to an award of punitive damages against Defendant
Newport New	vs Industrial Corporation for constructively discharging him?
	Yes No
11.	If the answer to Question 10 is "Yes," state the amount of money that is awarded
in punitive da	mages:
	\$

MOVE ON TO PAGE - 19 - AS TO PLAINTIFF ALFRED JOYNER

AS TO PLAINTIFF ALFRED JOYNER

Count 1 – Hostile Work Environment

1.	Do you find by a prepon	derance of the evidence that Plaintiff Joyner experienced
a hostile worl	k environment because of l	nis race?
	Yes Ne)
IF YOU	U ANSWERED "YES" T	O QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A		QUESTION 1, MOVE ON TO PAGE – 20 – AS TO TIFF WILLIE NICHOLS
2.	Is Defendant Newport N	ews Industrial Corporation liable for the hostile work
environment	Plaintiff Joyner experience	ed?
	Yes No)
IF YOU AN	NSWERED "YES" TO Q	UESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU A		QUESTION 2, MOVE ON TO PAGE – 20 – AS TO TIFF WILLIE NICHOLS
3.	What amount of emotion	nal distress damages is Plaintiff Joyner entitled to recover
for his hostile	e work environment claim:	
	\$	
4.	Is Plaintiff Joyner entitle	d to an award of punitive damages against Defendant
Newport Nev	ws Industrial Corporation for	or the hostile work environment?
	Yes	No
5.	If the answer to Questio	n 4 is "Yes," state the amount of money that is awarded
in punitive da	amages on Plaintiff Joyner	s hostile work environment claim:
	\$	

MOVE ON TO PAGE – 20 – AS TO PLAINTIFF WILLIE NICHOLS

AS TO PLAINTIFF WILLIE NICHOLS

Count 1 – Hostile Work Environment

1.	Do you find	by a prepondera	nce of the evidence	that Plaintiff Nichols experienced
a hostile wo	rk environmen	t because of his i	race?	
	Yes	No		
IF YO	DU ANSWERI	ED "YES" TO (QUESTION 1, MOV	VE ON TO QUESTION 2;
IF YOU	ANSWERED		ESTION 1, MOVE	ON TO PAGE – 21 – AS TO N
2.	Is Defendan	t Newport News	Industrial Corporati	on liable for the hostile work
environmen	t Plaintiff Nich	ols experienced?		
	Yes	No		
IF YOU A	NSWERED "	YES" TO QUES	STION 2, MOVE O	N TO QUESTIONS 3, 4 and 5;
IF YOU	ANSWERED		ESTION 2, MOVE FF CHRIS PAYTO	ON TO PAGE – 21 – AS TO N
3.	What amou	int of emotional	distress damages is F	Plaintiff Nichols entitled to
recover for h	his hostile worl	k environment cl	aim:	
	\$			
4.	Is Plaintiff I	Nichols entitled t	o an award of puniti	ve damages against Defendant
Newport Ne	ws Industrial C	Corporation for th	ne hostile work envir	onment?
	Yes		No	
5.	If the answ	er to Question 4	is "Yes," state the ar	mount of money that is awarded
in punitive c	damages on Pla	intiff Nichols' h	ostile work environn	nent claim:
	\$			

MOVE ON TO PAGE – 21 – AS TO PLAINTIFF CHRIS PAYTON

AS TO PLAINTIFF CHRIS PAYTON

Count 1 – Hostile Work Environment

1.	Do you fin	d by a prepondera	nce of the evidence that Plaintiff Payton experienced
a hostile worl	k environme	nt because of his ra	ace?
	Yes	No	
IF YO	U ANSWER	RED "YES" TO Q	QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A	ANSWERE	_	STION 1, MOVE ON TO PAGE – 22 – AS TO FF THEO PIERCE
2.	Is Defenda	ant Newport News	Industrial Corporation liable for the hostile work
environment	Plaintiff Pay	ton experienced?	
	Yes	No	
IF YOU AN	SWERED '	'YES" TO QUES	TION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU	ANSWERE		STION 2, MOVE ON TO PAGE – 22 – AS TO FF THEO PIERCE
3.	What amo	ount of emotional c	listress damages is Plaintiff Payton entitled to recover
for his hostile	e work envir	onment claim:	
	\$		
4.	Is Plaintiff	Payton entitled to	an award of punitive damages against Defendant
Newport New	ws Industrial	Corporation for th	e hostile work environment?
	Yes		No
5.	If the ansv	wer to Question 4 i	s "Yes," state the amount of money that is awarded
in punitive da	amages on Pl	laintiff Payton's ho	ostile work environment claim:
	\$		

MOVE ON TO PAGE – 22 – AS TO PLAINTIFF THEO PIERCE

AS TO PLAINTIFF THEO PIERCE

Count 1 – Hostile Work Environment

1.	Do you find by a preponderance of the evidence that Plaintiff Pierce experienced
a hostile work	environment because of his race?
	Yes No
IF YOU	J ANSWERED "YES" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU	ANSWERED "NO" TO QUESTION 1, MOVE ON TO PAGE –23– AS TO PLAINTIFF ROBERT ROBINSON
2.	Is Defendant Newport News Industrial Corporation liable for the hostile work
environment l	Plaintiff Pierce experienced?
	Yes No
IF YOU AN	SWERED "YES" TO QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5
IF YOU	ANSWERED "NO" TO QUESTION 2, MOVE ON TO PAGE –23– AS TO PLAINTIFF ROBERT ROBINSON
3.	What amount of emotional distress damages is Plaintiff Pierce entitled to recover
for his hostile	work environment claim:
	\$
4.	Is Plaintiff Pierce entitled to an award of punitive damages against Defendant
Newport New	vs Industrial Corporation for the hostile work environment?
	Yes No
5.	If the answer to Question 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Pierce's hostile work environment claim:
	\$

MOVE ON TO PAGE -23- AS TO PLAINTIFF ROBERT ROBINSON

AS TO PLAINTIFF ROBERT ROBINSON

Count 1 – Hostile Work Environment

1.	Oo you find by a prep	onderance of the evidence that Plaintiff Robinson
experienced a h	ostile work environm	ent because of his race?
,	Yes	No
IF YOU	ANSWERED "YES"	'TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU A		O QUESTION 1, MOVE ON TO PAGE -25- AS TO INTIFF DENNIS SMITH
2.	s Defendant Newport	News Industrial Corporation liable for the hostile work
environment Pl	aintiff Robinson expe	rienced?
,	Yes	No
IF YOU A	NSWERED "YES"	TO QUESTION 2, MOVE ON TO QUESTIONS 3-6;
IF YOU A		O QUESTION 2, MOVE ON TO PAGE -25- AS TO INTIFF DENNIS SMITH
3.	What amount of emor	tional distress damages is Plaintiff Robinson entitled to
recover for his	nostile work environn	nent claim?
9	<u> </u>	
4.	s Plaintiff Robinson e	entitled to an award of punitive damages against Defendant
Newport News	Industrial Corporation	n for the hostile work environment?
,	Yes	No
5.	If the answer to Ques	tion 4 is "Yes," state the amount of money that is awarded
in punitive dam	ages on Plaintiff Rob	inson's hostile work environment claim:
9	S	

AS TO PLAINTIFF ROBERT ROBINSON (CONT.)

Count 2 — Constructive Discharge

6.	Do you find by a preponderance of the evidence that Plaintiff Robinson quit
because of a l	hostile work environment that a reasonable person in his position would have felt
was intolerab	le?
	Yes No
IF YOU	U ANSWERED "YES" TO QUESTION 6, MOVE ON TO QUESTION 7;
IF YOU	U ANSWERS "NO" TO QUESTION 6, MOVE ON TO PAGE -25- AS TO PLAINTIFF DENNIS SMITH
7.	What amount of emotional distress damages is Plaintiff Robinson entitled to
recover for hi	is constructive discharge claim:
	\$
8.	What amount of damages is Plaintiff Robinson entitled to recover for past lost
earnings:	
	\$
9.	What amount of damages is Plaintiff Robinson entitled to recover for future lost
earnings?	
\$	
10.	Is Plaintiff Robinson entitled to an award of punitive damages against Defendant
Newport Nev	vs Industrial Corporation for constructively discharging him?
	Yes No
11.	If the answer to Question 10 is "Yes," state the amount of money that is awarded
in punitive da	amages:
	\$

AS TO PLAINTIFF DENNIS SMITH

Count 1 – Hostile Work Environment

1.	Do you iina	by a preponderar	nce of the evidence that Plaintiff Smith experienced
hostile work	environment be	ecause of his race	e?
	Yes	No	
IF YO	U ANSWERE	D "YES" TO Q	UESTION 1, MOVE ON TO QUESTION 2;
IF YOU	J ANSWERED	_	ESTION 1, MOVE ON TO PAGE -26- AS TO F RON STEWART
2.	Is Defendant	Newport News	Industrial Corporation liable for the hostile work
environment	Plaintiff Smith	experienced?	
	Yes	No	
IF YOU AN	NSWERED "Y	ES" TO QUES	TION 2, MOVE ON TO QUESTIONS 3, 4 and 5
IF YOU	J ANSWERED	_	ESTION 2, MOVE ON TO PAGE -26- AS TO F RON STEWART
3.	What amour	nt of emotional d	listress damages is Plaintiff Smith entitled to recove
for his hostil	e work environ	ment claim?	
	\$		
4.	Is Plaintiff S	mith entitled to a	an award of punitive damages against Defendant
Newport Nev	ws Industrial C	orporation for the	e hostile work environment?
	Yes		No
5.	If the answe	r to Question 4 is	s "Yes," state the amount of money that is awarded
in punitive d	amages on Plai	ntiff Smith's hos	stile work environment claim:
	\$		

MOVE ON TO PAGE -26- AS TO PLAINTIFF RON STEWART

AS TO PLAINTIFF RON STEWART

Count 1 – Hostile Work Environment

1.	Do you find by a prep	bonderance of the evidence that Plaintiff Stewart experience
a hostile work	environment because	of his race?
	Yes	No
IF YOU	J ANSWERED "YES	" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU		TO QUESTION 1, MOVE ON TO PAGE -27- AS TO AINTIFF DAVID SWAIN
2.	Is Defendant Newpor	t News Industrial Corporation liable for the hostile work
environment l	Plaintiff Stewart experi	enced?
	Yes	No
IF YOU AN	SWERED "YES" TO	QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5
IF YOU		TO QUESTION 2, MOVE ON TO PAGE -27- AS TO AINTIFF DAVID SWAIN
3.	What amount of emo	otional distress damages is Plaintiff Stewart entitled to
recover for hi	s hostile work environ	ment claim?
	\$	
4.	Is Plaintiff Stewart en	ntitled to an award of punitive damages against Defendant
Newport New	s Industrial Corporation	on for the hostile work environment?
	Yes	No
5.	If the answer to Ques	stion 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Stev	wart's hostile work environment claim:
	\$	

MOVE ON TO PAGE -27- AS TO PLAINTIFF DAVID SWAIN

AS TO PLAINTIFF DAVID SWAIN

Count 1 – Hostile Work Environment

1.	Do you find	by a preponderar	nce of the evidence that Plaintiff Swain experienced
a hostile worl	k environment	because of his ra	ace?
	Yes	No	
IF YOU	U ANSWERE	ED "YES" TO Q	UESTION 1, MOVE ON TO QUESTION 2;
IF YOU	ANSWEREI		ESTION 1, MOVE ON TO PAGE -29- AS TO FRON VALENTINE
2.	Is Defendant	t Newport News	Industrial Corporation liable for the hostile work
environment	Plaintiff Swaii	n experienced?	
	Yes	No	
IF YOU	ANSWERED	"YES" TO QU	ESTION 2, MOVE ON TO QUESTIONS 3-6;
IF YOU	ANSWEREI		ESTION 2, MOVE ON TO PAGE -29- AS TO FRON VALENTINE
3.	What amou	nt of emotional d	listress damages is Plaintiff Swain entitled to recover
for his hostile	e work environ	nment claim?	
	\$		
4.	Is Plaintiff S	wain entitled to a	an award of punitive damages against Defendant
Newport Nev	vs Industrial C	Corporation for the	e hostile work environment?
	Yes		No
5.	If the answe	er to Question 4 is	s "Yes," state the amount of money that is awarded
in punitive da	amages on Plai	intiff Swain's hos	stile work environment claim:
	\$		

AS TO PLAINTIFF DAVID SWAIN (CONT.)

Count 2 — Constructive Discharge

6.	Do you find by a preponderance of the evidence that Plaintiff Swain quit because
of a hostile w	vork environment that a reasonable person in his position would have felt was
intolerable?	
	Yes No
IF YOU	ANSWERED "YES" TO QUESTION 6, MOVE ON TO QUESTIONS 7-11;
IF YOU	U ANSWERS "NO" TO QUESTION 6, MOVE ON TO PAGE -29- AS TO PLAINTIFF RON VALENTINE
7.	What amount of emotional distress damages is Plaintiff Swain entitled to recover
for his constr	ructive discharge claim:
	\$
8.	What amount of damages is Plaintiff Swain entitled to recover for past lost
earnings:	
	\$
9.	What amount of damages is Plaintiff Swain entitled to recover for future lost
earnings?	
	\$
10.	Is Plaintiff Swain entitled to an award of punitive damages against Defendant
Newport New	ws Industrial Corporation for constructively discharging him?
	Yes No
11.	If the answer to Question 10 is "Yes," state the amount of money that is awarded
in punitive da	amages:
	\$

MOVE ON TO PAGE - 29 - AS TO PLAINTIFF RON VALENTINE

AS TO PLAINTIFF RON VALENTINE

Count 1 – Hostile Work Environment

1.	Do you find by a preponderance of the evidence that Plaintiff Valentine		
experienced a	hostile work environn	nent because of his race?	
	Yes	No	
IF YOU	J ANSWERED "YES	" TO QUESTION 1, MOVE ON TO QUESTION 2;	
IF YOU		TO QUESTION 1, MOVE ON TO PAGE -30- AS TO DERICK WADDELL, SR.	
2.	Is Defendant Newpor	t News Industrial Corporation liable for the hostile work	
environment I	Plaintiff Valentine expe	erienced?	
	Yes	No	
IF YOU ANS	SWERED "YES" TO	QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;	
IF YOU		TO QUESTION 2, MOVE ON TO PAGE -30- AS TO DERICK WADDELL, SR.	
3.	What amount of emo	otional distress damages is Plaintiff Valentine entitled to	
recover for his	s hostile work environ	ment claim?	
	\$		
4.	Is Plaintiff Valentine	entitled to an award of punitive damages against Defendant	
Newport New	s Industrial Corporation	on for the hostile work environment?	
	Yes	No	
5.	If the answer to Que	stion 4 is "Yes," state the amount of money that is awarded	
in punitive da	mages on Plaintiff Val	entine's hostile work environment claim:	
	\$		

MOVE ON TO PAGE -30- AS TO RODERICK WADDELL, SR.

AS TO PLAINTIFF RODERICK WADDELL, SR.

Count 1 – Hostile Work Environment

1.	Do you find by a prep	ponderance of the evidence that Plaintiff Waddell, Sr.
experienced a	hostile work environm	nent because of his race?
	Yes	No
IF YOU	J ANSWERED "YES"	" TO QUESTION 1, MOVE ON TO QUESTION 2;
IF YOU		TO QUESTION 1, MOVE ON TO PAGE -31- AS TO STIFF BRANDON WALKER
2.	Is Defendant Newpor	t News Industrial Corporation liable for the hostile work
environment F	Plaintiff Waddell, Sr. e	xperienced?
	Yes	No
IF YOU ANS	SWERED "YES" TO	QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
IF YOU		TO QUESTION 2, MOVE ON TO PAGE -31- AS TO STIFF BRANDON WALKER
3.	What amount of emo	tional distress damages is Plaintiff Waddell, Sr. entitled to
recover for his	s hostile work environ	ment claim?
	\$	
4.	Is Plaintiff Waddell, S	Sr. entitled to an award of punitive damages against
Defendant Ne	wport News Industrial	Corporation for the hostile work environment?
	Yes	No
5.	If the answer to Ques	stion 4 is "Yes," state the amount of money that is awarded
in punitive da	mages on Plaintiff Wad	ddell, Sr.'s hostile work environment claim:
	\$	

MOVE ON TO PAGE -31- AS TO PLAINTIFF BRANDON WALKER

AS TO PLAINTIFF BRANDON WALKER

Count 1 – Hostile Work Environment

1.	Do you find by a pre	ponderance of the evidence that Plaintiff Walker experienced
a la a a 4:1 a xxx a al		-
a nostile wor	k environment because	of his race?
	Yes	No
IF YO	U ANSWERED "YES	3" TO QUESTION 1, MOVE ON TO QUESTION 2;
		QUESTION 1, ENSURE YOU HAVE COMPLETED A EACH OF THE PRECEEDING PLAINTIFFS
2.	Is Defendant Newpo	rt News Industrial Corporation liable for the hostile work
environment	Plaintiff Walker exper	ienced?
	Yes	No
IF YOU AN	SWERED "YES" TO	QUESTION 2, MOVE ON TO QUESTIONS 3, 4 and 5;
		QUESTION 2, ENSURE YOU HAVE COMPLETED A EACH OF THE PRECEEDING PLAINTIFFS
3.	What amount of emo	otional distress damages is Plaintiff Walker entitled to
recover for h	is hostile work environ	ment claim?
	\$	
4.	Is Plaintiff Walker en	ntitled to an award of punitive damages against Defendant
Newport New	vs Industrial Corporation	on for the hostile work environment?
	Yes	No
5.	If the answer to Que	stion 4 is "Yes," state the amount of money that is awarded
in punitive da	amages on Plaintiff Wa	lker's hostile work environment claim:
	\$	

After completing this form, the Foreperson should	d sign and date it, place it in an envelope
and inform the Marshall that the jury has reached a verdi	ct.
Date	Foreperson

Dated: August 12, 2021

By: ____/s/ James H. Shoemaker

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Admitted Pro Hac Vice

CERTIFICATE OF SERVICE

I hereby certify that on August 12, 2021, I will electronically file the foregoing Plaintiffs' Proposed Verdict Form with the Clerk of Court using the CM/ECF system, which will send a notification of such filing (NEF) to all counsel of record.

By: <u>/s/ James H. Shoemaker, Jr.</u> Local Counsel

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